



Iowa Department of Human Rights

Director

Central Administration
Fiscal/Communications &
Policy
4 FTE

**Division of Community Action
Agencies**
15 FTE

- Weatherization
- Low Income Home Energy Assistance Program (LIHEAP)
- Family Development & Self Sufficiency (FaDDS)
- Community Services Block Grant (CSBG)

**Division of Criminal & Juvenile
Justice Planning**
17 FTE

- Research
- Juvenile Justice
- Criminal Justice Information System (CJIS)
- Justice Data

**Division of Community
Advocacy & Services**
10 FTE

- Status of Women
- Persons with Disabilities
- Deaf Services
- Latino Affairs
- Asian and Pacific Islander Affairs
- Status of African Americans
- Native American Affairs
- Client Assistance Program
- Youth Leadership Initiatives

*The Iowa Department of Human Rights brings strength to our rich Iowa heritage.
We eliminate cultural and economic barriers, and work to empower Iowans.
We are the voice for many.*

Iowa Department of Human Rights

Commitment

Basic Human Rights are fundamental to our ability to thrive, and at the Department of Human Rights (DHR), our mission advances the state's commitment to success by ensuring access to government and community resources for underrepresented and marginalized Iowans.

To achieve our mission, we act as a catalyst to examine and resolve the concerns facing underrepresented Iowans. By providing a neutral analysis of the facts and data, educating Iowans and engaging diverse groups of stakeholders in the implementation of our programs, we are uniquely positioned to offer answers to some of our citizen's greatest needs.

Strategy

DHR's strategic direction is grounded in the belief that building local capacity and integrating the work of strategic partners will multiply our impact and accelerate the achievement of our mission. In the last few years, we have shifted our emphasis from direct, individual client service to building capacity and solving significant, systemic issues.

We have found that leveraging the state's resources by connecting with other state agencies, federal agencies and local organizations stimulates new ways of thinking, illuminates opportunities and motivates increased action. This, in turn, strengthens our partner organizations and empowers the people we serve.

Results

Our constituencies experience dramatic benefit when they have access to high quality programming, education and when economic independence is within their reach. For many of the citizens with whom we work, understanding how to best access available resources is a first step. Following are a few examples of how our state's investment in the Department of Human Rights is working to fulfill the promise of a better life for Iowans:

Family Development and Self Sufficiency Program

Families who receive financial and employment assistance through the Department of Human Services' Family Investment Program are also eligible to participate in DHR's Family Development and Self Sufficiency Program (FaDSS). FaDSS provides services to families that help them move toward greater self-sufficiency. This emphasis on self-sufficiency promotes the achievement of key educational and employment milestones. Last year, results included:

- Members of FaDSS families earned 107 GEDs/High School Diplomas, 60 Associates Degrees and 9 Bachelor's Degrees.
- FaDSS-participating families have experienced a 128% increase in employment, with a corresponding 128% increase in family income from wages.
- FaDSS- families have also reduced their average monthly Family Investment Program (FIP) amount by 64%, resulting in \$466,000 in monthly program savings.

Individual Development Accounts

DHR provides assistance to low-income working lowans to establish savings accounts that allow them to save for and purchase key assets that will lead to greater self-sufficiency. By participating in financial education courses and learning about making investments in important assets, the Individual Development Accounts (IDA) enable the purchase of assets like homes, education, vehicles and small businesses that put lowans on track for increased incomes.

Educational Achievement Gap

Historically, the Latino community has had an achievement gap in school. For example, the Iowa Department of Education has found that 4th grade reading proficiency in white students was 80% versus 57.3% in Latino students for the period 2011-2013. The DHR's Office of Latino Affairs is joining with the Department of Education to take inventory of existing programs and identify key opportunities to enhance efforts to resolve this challenge for Latino and other students.

Client Assistance Program

The DHR Client Assistance Program (CAP) works to ensure that lowans with disabilities are able to participate fully in our state's rehabilitation and skill building programs, which, in turn, allows them to reach their full potential in the workforce. The CAP has focused this year on building an understanding of the service needs and gaps throughout Iowa, and is actively connecting with the Iowa Vocational Rehabilitation Services Department, the Iowa Department for the Blind and the various Independent Living Centers throughout Iowa to find system issues and increase efficiency in service delivery.

Disproportionate Minority Contact in the Juvenile Justice System

Working together with the Office of State Court Administration, the DHR initiated a plan that is unique among states. The plan, focused on reducing Iowa's disproportionate minority contact in the juvenile justice system, was unique because it was a joint effort of all the major entities in the decision making process of the juvenile justice system. By including judges, county attorneys, defense attorneys, juvenile court officers, schools, law enforcement and youth service agencies, we have made recommendations in the plan that facilitate the coordinator of efforts between multiple agencies, and set in place practices that will measure the impact of our collaborative work on minority youth specifically, and youth generally, in the justice system.

Refugee Coalition

Since the 1970's, Iowa has been at the forefront of refugee resettlement, however, historically, resettlement service providers have worked independently, without benefit of a coordinating organization to resolve common challenges for refugees. The DHR spearheaded the development of the Refugee Coalition to bring these organizations together with an emphasis on overcoming barriers to employment of refugees who are legally authorized to work in Iowa. Starting in Central Iowa, the Refugee Coalition is working with the Greater Des Moines Partnership to include refugees in planning for economic development initiatives such as the Iowa Plan and the Tomorrow Plan.

Criminal Justice Information System

The Criminal Justice Information System (CJIS) provides the electronic exchange of real time justice information for more than 150 jurisdictions around the state. It allows agencies to reduce administrative time and free up resources to respond more quickly to safety and other needs of the public. DHR continues to expand this system, increasing the number of organizations that can rely on this comprehensive information for their daily business needs.

Juvenile Justice Reform and Reinvestment Initiative

The Juvenile Justice Reform and Reinvestment Initiative is implementing a set of evidence based and cost-measurement tools that enable more effective decision making about what resources and services are most effective for justice-involved youth. At the local service level, our Standardized Program Effectiveness Protocol (SPEP) tool helps organizations score the relative effectiveness of their current local program service options and identifies programs that are likely to be more effective for reducing recidivism. At the state level, juvenile justice administrators integrate the SPEP score with a cost-benefit rating, allowing budget and other administrative decisions to be made with an optimal assurance of both good financial stewardship and effective youth services.

Budget Overview

FY2016

	TOTAL FY2016 Budget	Federal Funding	Other Funding	Requested State Funding
Central Administration	\$ 802,422	\$ -	\$ 548,238	\$ 254,184
Community Advocacy & Services	\$ 1,092,862	\$ 124,000	\$ 64,785	\$ 1,028,077
Community Action Agencies	\$ 82,230,045	\$ 73,326,097	\$ 8,903,948	\$ -
Criminal & Juvenile Justice Planning	\$ 2,852,928	\$ 1,075,273	\$ 517,550	\$ 1,260,105
Criminal Justice Information System*	\$ 2,166,866	\$ -	\$ 2,166,866	\$ -
Justice Data Warehouse*	\$ 159,474	\$ -	\$ 159,474	\$ -

FY2017

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Criminal Justice Information System*	\$ 2,166,866	\$ -	\$ 2,166,866	\$ -
Justice Data Warehouse*	\$ 117,980	\$ -	\$ 117,980	\$ -

*funded by the Technology Reinvestment Fund

This FY2016 budget request of \$2,542,366 is a \$30,000 increase from FY2015; the total FY2017 budget request is \$2,542,366. The requested increase will be used to maintain funding for staff positions in the Community Advocacy & Service Division and the Criminal & Juvenile Justice Planning Division, providing a portion of the cost of salary and benefit escalation in each Division.